

**BRISTOL WARREN REGIONAL SCHOOL COMMITTEE MEETING**  
**MONDAY, AUGUST 22, 2005**

The monthly meeting of the Bristol Warren Regional School Committee was held on Monday, August 22, 2005, in the Cafeteria of Mt. Hope High School, 199 Chestnut Street, in Bristol, RI. The Chairperson, Marjorie J. McBride, called the meeting to order at approximately 7:03 p.m.

**Present:** Marjorie J. McBride, William A. Estrella, Jr., William M. O'Dell, Thomas E. Skuba, Paul E. Brule, Joyce M. Kinsella, John P. Saviano, Paul Silva and Beverly Z. Travers; Edward P. Mara, Ed.D., Superintendent of Schools; Donna Bettencourt-Glavin, Assistant Superintendent for Curriculum and Grants; Jane F. Correia, Director of Administration and Finance; Leslie A. Neubauer, Director of Pupil Personnel Services; and Kevin McAllister, Esq., District Solicitor

**Absent:** none

**OPENING BUSINESS**

All present were invited to join in the Pledge of Allegiance to the flag.

Mr. O'Dell read the District's Mission Statement.

**Mrs. McBride thanked Alex Kuffner, ProJo reporter, who will taking a sabbatical; Kia Hayes will be filling in for him.**

## **CONSENT AGENDA**

**Mr. Estrella requested that Approval of Minutes Item D—August 9, 2005 Special Meeting and Executive Session—be removed from the consent vote, as well as Personnel Recommendations C.1, D.1, 3, 4, 5 and 6.**

**Mr. Silva requested that Personnel Recommendation G.5 be removed from the consent vote.**

**Mr. Silva, seconded by Mr. O'Dell, motioned to approve the remainder of the consent agenda. The motion passed 8 to 0 (Mrs. McBride chose not to vote).**

**August 9 Minutes: Mr. Estrella asked that the minutes be corrected to reflect that the Committee appointed Erika Saviano as the Assistant Girls' Soccer Coach and motioned to accept as corrected; Mr. O'Dell seconded. The motion passed 8 to 0 (Mrs. McBride chose not to vote).**

**Mr. Estrella motioned to seal the minutes to the Executive Session; Mr. Saviano seconded; the motion passed unanimously.**

**Personnel Recommendation G.5: Mr. Silva wished to recuse himself**

from this vote. Mr. O'Dell motioned to approve, Mr. Estrella seconded; the motion passed by a vote of 6 to 1 with Mr. Saviano voting no. (Mrs. McBride chose not to vote.)

**Personnel Recommendation C.1 (Music Department Head):** Mr. Estrella's intention was to separate the vote for the appointment of Robert Arsenault as Music Department Head. Mr. Silva, seconded by Mr. O'Dell, motioned to approve. Mr. Brule voiced objection to this recommendation. On a show of hands, the motion passed by a vote of 5 to 4 with Mr. Estrella, Ms. Travers, Mr. Saviano and Mr. Brule voting no. (Mrs. McBride chose to vote to break the tie.)

**Personnel Recommendation D.1 (Girls' Soccer Head Coach):** Mr. Estrella said one of the applicants for Girls' Soccer Head Coach is a local resident; he was not the recommended applicant. Mr. Estrella will always be in favor of a local resident and will oppose the vote. Mr. O'Dell motioned to approve; Mr. Skuba seconded. Mr. Estrella and Mr. Saviano felt local residents should be favored if both candidates are highly qualified; and Mr. Saviano said the fact that the local person is a police detective adds merit. Dr. Mara said the recommended candidate has successfully coached the team for the past two years. Mr. O'Dell will vote on the merit of the Superintendent's recommendation. On a show of hands, the motion failed by a vote of 4 to 5 with Mr. Estrella, Ms. Travers, Mr. Saviano, Mr. Brule and Mrs. McBride voting no. (Mrs. McBride chose to vote to break the tie.)

**Personnel Recommendation D.3 (Jazz Band): Mr. O'Dell, seconded by Mrs. Kinsella, motioned to approve. Mr. Brule voiced strong objection to this recommendation for although he does an excellent job, "it's his attitude." Mr. Brule also objected to the fact that this applicant applied after the deadline. Dr. Mara explained the District's practice of entertaining late applications if no qualified candidates have applied, and to re-advertise if there are still no qualified candidates. In this case, the most qualified applicant is being recommended. Mr. Estrella would like agreement to terms of employment to be attached to this motion, as well as to Recommendations D.3, 4, 5 and 6. Mr. Estrella motioned to amend to include agreement to terms of employment; Mr. O'Dell seconded.**

#### **EXECUTIVE SESSION – 7:22 PM**

**In accordance with Open Meeting Laws 42-46-5(a)(1)-(9), 2(b), Mr. Skuba motioned to go into Executive Session to discuss personnel. Mr. Estrella seconded. The motion passed unanimously.**

#### **RESUMPTION OF MEETING – 7:36 PM**

**Discussed in Executive Session was personnel.**

**Mrs. McBride asked that Mr. Estrella's motion to amend be withdrawn and restated. Mr. Estrella motioned to amend Personnel**

**Recommendation D.3, Jazz Band, to include terms of employment as outlined by the Superintendent. Mr. O'Dell seconded. The motion to amend passed unanimously. Mr. Estrella, seconded by Mr. O'Dell, motioned to approve the amended recommendation. On a show of hands, the motion passed by a vote of 5 to 4 with Mr. Estrella, Ms. Travers, Mr. Saviano and Mr. Brule voting no. (Mrs. McBride voted to break the tie.)**

**Personnel Recommendation D.4 (Marching Band Director): Mr. O'Dell motioned to approve; Mr. Silva seconded. On a show of hands, the motion passed by a vote of 5 to 4 with Mr. Estrella, Ms. Travers, Mr. Saviano and Mr. Brule voting no. (Mrs. McBride voted to break the tie.)**

**Personnel Recommendation D.5 (Marching Band Assistant Director): Mr. O'Dell motioned to approve; Mr. Skuba seconded. On a show of hands, the motion failed by a vote of 4 to 5 with Mrs. McBride, Mr. Estrella, Ms. Travers, Mr. Saviano and Mr. Brule voting no. (Mrs. McBride voted to break the tie.)**

**Personnel Recommendation D.6 (Marching Band Drill Instructor): Mr. O'Dell motioned to approve; Mr. Silva seconded. Mrs. Kinsella motioned to table the recommendation until it can be determined if this position was advertised separately. Ms. Travers seconded. The motion to table passed by a vote of 7 to 1 with Mr. Brule voting no.**

**Mr. Saviano motioned to reconsider the vote on Personnel Recommendation D.5; Mr. Estrella seconded. The motion passed by a vote of 7 to 1 with Mr. Brule voting no.**

**Mrs. Kinsella motioned to table Personnel Recommendation D.5; Mr. Estrella seconded. The motion to table passed by a vote of 5 to 4 with Mr. Saviano, Mr. O'Dell, Mr. Skuba and Mr. Brule voting no. (Mrs. McBride chose to vote to break the tie.)**

**Rose Boyle, newly appointed Guidance Counselor, and Tracey McGee, newly appointed Administrative Intern at Mary V. Quirk School, were present and welcomed by the Committee.**

**PUBLIC COMMENT -- None**

#### **BUDGET/FACILITIES SUBCOMMITTEE**

**Mr. Skuba said there is nothing to report at this time.**

#### **POLICY/COMMUNITY AFFAIRS SUBCOMMITTEE**

**Recommendation #PC 2005-10: That the School Committee, upon the recommendation of the Policy / Community Affairs Subcommittee, approve the revised School Committee Policy GBEB Aids (Second**

**Reading)**

**Mr. Silva, seconded by Mr. Saviano, motioned to approve. The motion passed by a vote of 8 to 0. (Mrs. McBride chose not to vote.)**

**Recommendation #PC 2005-11: That the School Committee, upon the recommendation of the Policy / Community Affairs Subcommittee, approve the revised School Committee Policy IGBJ Home Instruction Courses (First Reading)**

**Mrs. Kinsella motioned to approve; Mr. Saviano seconded. The motion passed unanimously.**

**Recommendation #PC 2005-12: That the School Committee, upon the recommendation of the Policy / Community Affairs Subcommittee, approve the new School Committee Policy Employee Cell Phone Use (First Reading)**

**Ms. Travers motioned to approve; Mrs. Kinsella seconded. It was the consensus of the Committee that the policy should also address the use of private cell phones and that “Employee Use of District Cell Phones” would be a better title. The Subcommittee will make the recommended amendments for the second reading at the September meeting. The motion to approve passed unanimously.**

**Recommendation #PC 2005-13: That the School Committee, upon the recommendation of the Policy / Community Affairs Subcommittee, approve the new School Committee Policy School Bus No Idling (First Reading)**

**Mr. Silva motioned to approve; Mr. Saviano seconded. The new building projects were considered in the development of this policy and the bus company has been practicing this technique for over a year. The motion to approve passed unanimously.**

**Recommendation #PC 2005-14: That the School Committee, upon the recommendation of the Policy / Community Affairs Subcommittee, delete KG-R Use of Facilities Form from Policy KG Community Use of School Facilities.**

**Ms. Travers motioned to approve; Mrs. Kinsella seconded. The paper form is no longer necessary because scheduling and booking of rooms is done electronically; the administration staff will assist those who do not have computer access. The motion to approve passed unanimously.**

## **PERSONNEL / CONTRACT NEGOTIATIONS SUBCOMMITTEE**

**Mr. Silva had nothing to report at this time.**

## **CHAIRPERSON'S INITIATIVES**

**The resignation of a Building Committee member was addressed earlier in the meeting.**

**Professional Development (small group) - Mrs. McBride asked that this be the first item on the September Workshop agenda.**



## **BUILDING COMMITTEE REPORT**

**Mr. Skuba had nothing to report at this time.**

## **SUPERINTENDENT'S RECOMMENDATIONS AND ISSUES**

### **S2005-39 A-I: CONSENT AGENDA – PERSONNEL**

**A. GCD APPOINTMENTS:** That the School Committee confirm the Superintendent's appointments of the following applicants to the positions of Secondary Industrial Technology Teacher and Secondary Guidance Counselor in accordance with Section GCD of the School Committee Bylaws as follows:

**1. Ronald LaBossiere Industrial Technology Teacher – Mt. Hope High**

**Effective:** For the 2005-06 school year, pending receipt of certification and satisfactory completion of pre-employment requirements

**Reason:** To fill a vacancy

**(Resignation – T. Spadoni)**

**Funding:** Operational Budget (10th Step/Masters)

**2. Rose A. Boyle Guidance Counselor – Mt. Hope High**

**Effective:** For the 2005-06 school year, pending satisfactory completion of pre-

**employment requirements**

**Reason: To fill a vacancy**

**(Retirement – F. Figueiredo)**

**Funding: Operational Budget (9th Step/Masters)**

**B. APPOINTMENTS:** That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the positions listed below:

**1. Tracey A. McGee Administrative Intern – Mary V. Quirk**

**Effective: For the 2005-06 school year**

**Reason: To fill a new position**

**Funding: Operational Budget**

**2. Anthony M. Napoleoni Industrial Technology Teacher (3/5 time) - Mt. Hope High**

**Effective: For the 2005-06 school year, pending  
satisfactory completion of pre-  
employment requirements**

**Reason: To fill a vacancy**

**(Nonrenewal – W. Millet)**

**Funding: Operational Budget(10th Step/Masters)**

**C. APPOINTMENT:** That the School Committee confirm the recommendation of the Superintendent to appoint the following applicant to the position of Department Head as listed below:

**1. Robert J. Arsenault Department Head – Music**

**Effective: Immediately, for the 2005-06**

**School Year Only**

**Reason: To fill a vacancy**

**Funding: Operational Budget**

**D. EXTRACURRICULAR ACTIVITIES:** That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the extracurricular positions listed below for the 2005-06 school year only (pending certification, funding and sufficient sign-ups to warrant running these programs):

**FALL COACHES**

**Sport Position Coach**

- 1. Soccer (Girls) Head Coach Amir Farhoumand**
- 2. Soccer (Girls) Asst. Coach Erika Saviano**

**ADVISORS**

- 3. Jazz Band Robert Arsenault**
- 4. Marching Band Director Robert Arsenault**
- 5. Marching Band Asst. Director Melissa Labonte**
- 6. Marching Band - Drill Instructor Melissa Labonte**

**E. CLASSIFIED SUBSTITUTES:** That the School Committee confirm

**the recommendation of the Superintendent to place on file in the office of the Superintendent the following application for a classified substitute pending satisfactory completion of pre-employment requirements:**

**TEACHER ASSISTANT**

**1. Rosemarie A. Dion**

**43 Overhill Road**

**Warren, RI 02885**

**F. SUSPENSION, NONRENEWAL AND/OR TERMINATION OF CERTIFIED PERSONNEL:** That the School Committee confirm the recommendation of the Superintendent to rescind the vote(s) of February 23, 2004 and February 14, 2005 as to the following listed teachers and appoint the listed teachers to the positions indicated:

**Name Anticipated Assignment**

**1. Lori Albuquerque Elementary (Leave of Absence-Sept. 2005-Jan. 3, 2006 Only)**

**2. Lynn Bettencourt Elementary**

**3. Kim Castigliero Elementary (Leave of Absence-Sept. 2005-Jan. 3, 2006 Only)**

**4. Augusta Costa Secondary Foreign Language**

**5. Judith Dyer Early Childhood Special Educator**

**6. Susan Winterbottom Elementary Music**

**(Leave of Absence-Sept. 2005-Dec. 31, 2005 Only)**

**G. TERMINATION OF NON-CERTIFIED SUPPORT STAFF:** That the School Committee confirm the recommendation of the Superintendent to rescind the vote of June 13, 2005 of the following listed auxiliary school personnel and appoint the listed personnel to the positions indicated:

**Name Anticipated Assignment**

- 1. Jillian Amato Teacher Assistant**
- 2. Kathy Donegan Teacher Assistant (Leave of Absence Vacancy)**
- 3. Victoria Guthlein Teacher Assistant (Part Time)**
- 4. Lorie Kauffman Teacher Assistant (Part Time)**
- 5. Laura Silva Teacher Assistant (Part Time)**

**H. LEAVE OF ABSENCE:** That the School Committee confirm the recommendation of the Superintendent to grant a leave of absence for an Elementary Teacher as follows:

- 1. Lori-Ann Albuquerque Grade One Teacher – Hugh Cole**

**Effective: September 22, 2005, for 6-8 weeks**

**Reason: Maternity leave in accordance with**

**Article 21, Section L1 of the Master**

**Agreement**

**I. RESIGNATIONS:** That the School Committee confirm the recommendation of the Superintendent to accept the resignations listed below:

**1. Melissa T. Bellotti English Teacher – Mt. Hope High**

**Effective: Immediately**

**Reason: Personal**

**2. Kathy A. Dranchak English Teacher – Mt. Hope High**

**Effective: Immediately**

**Reason: Personal**

**3. Andrea M. Flynn English Teacher – Mt. Hope High**

**Effective: August 26, 2005**

**Reason: Retirement**

**4. Edward J. Guadalupe, Jr. Teacher Assistant – Mt. Hope High**

**Effective: September 1, 2005**

**Reason: Personal**

**Recommendation #S 2005-40: That the School Committee, upon the recommendation of the Superintendent, award the contract for Project Manager for the Hugh Cole and Colt Andrews bond projects to Farrar and Associates.**

**Mr. Silva motioned to approve; Mrs. Kinsella seconded. Mr. Brule felt \$296,000 was too high and a project manager is not necessary with a building committee in place. Mr. Estrella felt that although this was a lot of money, considering the Colt Andrews debacle, an entity to keep the project on time is necessary.**

**Mr. Estrella motioned to amend the recommendation to include these stipulations-- that the Project Manager: 1) coordinates with the Building Committee under the policy in place, 2) takes direction and communication from the Superintendent as outlined in policy, 3) reports to and works for and seeks invoice for services approval from the School Committee on a monthly basis, and 4) is responsible for providing the School Committee with the necessary information to complete the project under \$22.8M with occupancy at Hugh Cole by September 2007, at Rockwell by December 2005 and at Colt Andrews by September 2008. Mr. Saviano was concerned that the Project Manager may need to request an adjustment due to the complexity of the Colt Andrews project. Ms. Travers was concerned about interfacing with and possibly rising above the Building Committee. The motion to amend passed by a vote of 6 to 2 with Mr. Saviano and Mr. Brule voting no.**

**The motion to accept the amended recommendation was made by Mrs. Kinsella and seconded by Mr. Estrella. The motion passed by a vote of 6 to 2 with Mr. Saviano and Mr. Brule voting no.**

**Recommendation #S 2005-41: That the School Committee, upon the recommendation of the Superintendent, supported by the Policy / Community Affairs Subcommittee, adopt the Improving Student Behavior Curriculum.**

**Mr. O'Dell motioned to approve; Ms. Travers seconded. The motion passed unanimously.**

## **New Standards Test Scores Report**

**Mrs. Glavin reported that the testing of the 11th grade students last spring shows growth or stability in every single category with substantial growth in writing, which has been a targeted area. This should place the high school in the high performing category. The high school will be tested again in March; NCLB now mandates testing of all students; the New England Common Assessment Program (NECAP) will be used.**

## **First Day of School**

**Dr. Mara reminded everyone the first day of school is Wednesday, August 31st for Grades K – 9 and Thursday, September 1st for Grades 10 – 12.**

## **EXECUTIVE SESSION – 8:35 PM**

**In accordance with Open Meeting Laws 42-46-5(a)(1)-(9), 2(b), Mr. Silva motioned to go into Executive Session at 8:35 PM for legal advice and advisement on the soccer coach issue. Mr. O'Dell seconded. The motion passed unanimously. No votes will be taken.**

## **RESUMPTION OF MEETING – 9:08 PM**

**Discussed in Executive Session was legal advice.**

## **ADJOURNMENT – 9:10 PM**

**There being no further business to discuss, Mr. Silva, seconded by**



**Mr. Estrella, motioned to adjourn at 9:10PM. The vote was unanimous.**

**Respectfully submitted,**

**William M. O'Dell, Secretary**

**/ca**